

WYFF-TV
EEO PUBLIC FILE REPORT
August 1, 2015 - July 31, 2016

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Photographer/Reporter Open Date: 7/6/2015 Hire Date: 2/8/2016	1, 3-6, 9, 11-12, 14-18, 20, 22-29, 31-39	34
Executive Administrative Assistant Open Date: 7/8/2015 Hire Date: 8/31/2015	1, 3-6, 8-9, 11-18, 20-29, 31-39	13
Anchor/Reporter Open Date: 7/15/2015 Hire Date: 11/1/2015	1, 3-7, 9, 11-12, 14-18, 20, 22-29, 31-39	7
Engineering Manager Open Date: 9/10/2015 Hire Date: 10/19/2015	1-7, 9, 11-12, 14-18, 20, 22-39	7
News Photographer/Editor Open Date: 10/12/2015 Hire Date: 3/1/2016	1, 3-7, 9, 12, 14-18, 20, 22-29, 31-39	7
Broadcast Maintenance and IT Technician Open Date: 10/23/2015 Hire Date: 3/21/2016	2-6, 9, 11-12, 14-18, 20, 22-39	27
Traffic Anchor/ General Assignment Reporter Open Date: 10/30/2015 Hire Date: 6/20/2016	1, 3-7, 9, 12, 14-20, 22-29, 31-32, 34-39	4
News Photographer/Editor Open Date: 1/12/2016 Hire Date: 1/29/2016	1-9, 11-12, 14-18, 20, 22-29, 31-39	7
Broadcast Maintenance Technician Open Date: 2/9/2016 Hire Date: 5/16/2016	2-7, 9, 11-12, 14-18, 20, 22-39	7
Photographer/Editor Open Date: 3/1/2016 Hire Date: 6/6/2016	1-7, 9, 12, 14-18, 20, 22-29, 31-36, 38-39	7
Local Sales Manager Open Date: 3/7/2016 Hire Date: 4/6/2016	3-9, 12, 14-18, 20, 23-29, 31-32, 34-36, 38-39	7
Web Editor/Assignment Editor Open Date: 4/1/2016 Hire Date: 5/9/2016	1, 3-6, 9-10, 12, 14-18, 20, 22-29, 31-32, 34-36, 38-39	10
News Producer Open Date: 4/28/2016 Hire Date: 7/1/2016	1-6, 8-9, 11-12, 14-18, 20, 22-29, 31-36, 38-39	4
Digital Editor Open Date: 5/26/2016 Hire Date: 6/13/2016	1-6, 8-9, 11-12, 14-18, 20, 22-29, 31-36, 38-39	8

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	AAJA 5 Third Street Suite 1108 San Francisco, California 94103 Phone : 415.346.2051 Corp Recruiter Manual Posting	N	0
2	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@bates.ctc.edu Ken Witkoe	N	0
3	Bob Jones University 1700 Wade Hampton Blvd Greenville, South Carolina 29614 Phone : 864-242-5100 Url : http://www.bju.edu Email : careers@bj.edu Career Services	N	0
4	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Url : http://careers.hearsttelevision.com/ Email : htv.careers@hearst.com Career Services	N	7
5	Clemson University 411 Strode Tower Clemson, South Carolina 29634 Phone : 864-656-5383 Url : http://www.clemson.edu Email : seddie@clemson.edu Eddie Smith	N	0
6	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : http://www.collectivetalent.com Email : bille@michaelsmedia.com Michael Bille	N	0
7	Current Employee	N	10
8	Employee Referral	N	7

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9	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
10	Former Intern	N	1
11	Greenville Technical College PO Box 5616, Station B Greenville, South Carolina 29606 Phone : 864-250-8222 Url : http://www.greenvilletechnicalcollege.com Fax : 1-864-250-8990 Steve Jennings	N	0
12	Greenville Urban League PO Box 2571 Greenville, South Carolina 29602 Phone : 864-322-4133 Url : http://www.urbanleagueoftheupstate.org Email : rputman@urbanleagueoftheupstate.org Fax : 1-864-244-6134 Rachel Putman	N	0
13	Indeed.com 17764 Broad St Stamford, Connecticut Phone : . Url : www.indeed.com Career Services Manual Posting	N	1
14	Isothermal College PO Box 804 Spindale, North Carolina 28160 Phone : 828-286-3636 Url : http://www.isoothermal.edu Email : jcoomes@isoothermal.edu Jay Coomes	Y	0

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15	ITT Technical Institute Six Independence Pointe Greenville, South Carolina 29670 Phone : 864-288-0777 Url : http://www.itt-tech.edu Email : LKStratton@itt-tech.edu Cindy Stratton	Y	0
16	Lander University 320 Stanley Avenue Greenwood, South Carolina 29649 Phone : 864-388-8243 Url : http://www.lander.edu Email : dnygro@lander.edu Deb Nygro	Y	0
17	Lander University 320 Stanley Ave Greenwood, South Carolina 29649 Phone : (864) 388-8971 Email : Asmorgan@lander.edu Amanda Morgan	Y	0
18	Limestone College 1115 College Drive Gaffney, South Carolina 29340 Phone : 800-795-7151 ext 4557 Url : http://www.limestone.edu Email : ileaks@limestone.edu Ileka Leaks	Y	0
19	LinkedIn.com 2029 Stierlin Court Sunnyvale, California Phone : 855-655-5653 Career Services Manual Posting	N	1
20	Media Line Box 51909 Pacific Grove, California 93950 Phone : 406-570-9263 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilston	N	0

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21	Monster.com 11845 W. Olympic Blvd. Suite 500 Los Angeles, California 90064 Phone : 310-893-5567 Url : www.monstertrak.com Nichole Scire Manual Posting	N	1
22	NAHJ 1050 Connecticut Ave NW 10th Floor Washington, District of Columbia 20036 Phone : 202.662.7145 Corp. Recruiter Manual Posting	N	0
23	North Greenville University PO Box 1892 Tigerville, South Carolina 29688 Phone : 864-977-7263 Url : http://www.ngu.edu Email : shur@shur.us Shur Gopal	Y	0
24	North Greenville University PO Box 1892 Tigerville, South Carolina 29688 Phone : 864-977-7137 Url : http://www.ngu.edu Email : lahagin@ngu.edu Linwood Hagin	Y	0
25	Presbyterian College Director of Placement 503 S. Broad Street Clinton, South Carolina 29325 Phone : 864-833-8388 Url : http://www.presby.edu Email : aalong@presby.edu Andrea Long	Y	0
26	Presbyterian College 503 S. Broad Street Clinton, South Carolina 29325 Phone : 864-833-8388 Url : http://www.presby.edu Email : careerservices@presby.edu Lynn Downie	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	1
28	SC Works-Veterans Employment 225 S Pleasantburg Drive, C11 Greenville, South Carolina 29607 Phone : 864-467-3323 Email : achandler@dew.sc.gov Allen Chandler	N	0
29	SCBA One Harbison Way Columbia, South Carolina 29210 Phone : 803-732-1186 Url : http://www.scba.net Email : scba@scba.net Karen Nettles	N	1
30	Society of Broadcast Engineers 9247 North Meridian St. Suite 305 Indianapolis, Indiana 46260 Phone : 317-846-9000 Url : www.sbe.org Email : kjones@sbe.org Fax : 1-317-846-9120 Scott Jones	N	1
31	Spartanburg Community College PO Box 4386 Spartanburg, South Carolina 29305 Phone : 864-592-4954 Email : cpp@scsc.edu Fax : 1-864-592-4792 Selenda Smith	Y	0
32	T.W.E.A.C 1911 Boundary St P.O Box 2025 Beaufort , South Carolina 29901 Phone : 843-263-2649 Email : robbridgers@gmail.com Rob Bridgers	N	0

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33	Tri-County Technical College PO Box 87 Pendleton, South Carolina 29670 Phone : 864-646-8361 Url : http://www.tctc.edu Email : jwoodso1@tctc.edu John Woodson	N	0
34	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Career Services Manual Posting	N	1
35	Tvjobs.com Broadcast Employment Services, P.O. Box 4116 Oceanside, California 92052 Phone : 800-374-0119 Url : www.tvjobs.com Email : jobs@tvjobs.com Fax : 1-760-754-2115 Mark C. Holloway	N	1
36	U.S Department of Veteran Affairs 6437 Garner Ferry Rd Columbia, South Carolina 29209 Phone : 803-647-2397 Email : donna.glazer@va.gov Donna Glazer	N	0
37	University of South Carolina College of Journalism 800 Sumter Street Columbia, South Carolina 29208 Phone : 803-777-5627 Url : http://www.usc.edu Email : DOMINICB@mailbox.sc.edu Fax : 1-803-777-4103 Beverly Dominick	N	0
38	Winthrop University 638 Oakland Avenue Rock Hill, South Carolina 29730 Phone : 803-323-4534 Url : http://www.winthrop.edu Email : howellh@winthrop.edu Haney Howell	Y	0

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39	Winthrop University 638 Oakland Avenue Rock Hill, South Carolina 29730 Phone : 803-323-4534 Url : http://www.winthrop.edu Email : lowj@winthrop.edu Jamie Lowe	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			33

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/19/2015	Participation in events or programs sponsored by educational institutions	Lee Brown, as speaker for class project on media for Brown Mackie College at WYFF 4 studio in Greenville, SC.	1	Assistant News Director
2	10/22/2015	Participation in events or programs sponsored by educational institutions	John Soapes, speaker for the North Greenville University Journalism School at Tigerville, SC.	1	President & General Manager
3	11/9/2015	Participation in events or programs sponsored by educational institutions	Claire Hamilton as speaker to the Media Class at North Greenville University in Tigerville, SC.	1	Assistant Program Manager
4	1/1/2016	Participation in scholarship programs	WYFF 4 individually funds a \$1,500 annual scholarship and participates in the selection of recipients for the University of South Carolina School of Mass Communications, entitled the Chris Gulfman Scholarship for Electronic Journalism.	2	Business & Human Resources Manager News Director
5	1/1/2016	Establishment of an intern program designed to assist members of the community	Ongoing intern program which includes college students representing multiple area colleges and universities. The program is designed to earn college credit. Sixteen students, representing nine colleges and universities, served in 2015. Nine students, representing seven colleges and universities, served in 2016 (YTD).	4	Business & Human Resources Manager President & General Manager News Director Program Manager

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6	1/1/2016	Provision of training to management	<p>Business Manager Stephen Bomar is a member of the Society for Human Resource Management, which provides resources and training for dealing specifically with equal employment opportunity and discrimination issues, ensuring we remain up-to-date on prevailing best practices. Resources include online legal information database, extensive online resources, as well as monthly delivery of HRMagazine, which also includes a wealth of information on these topics.</p> <p>In addition, Stephen Bomar is also a graduate of the Diversity Leaders Initiative, presented by the Riley Institute at Furman University. Participants acquire diversity leadership skills valuable for addressing diversity efforts in the workplace and in the greater community.</p>	1	Business & Human Resources Manager
7	1/29/2016	Participation in events or programs sponsored by educational institutions	Nigel Robertson, speaker for Career Day discussing careers in broadcasting for Greenville Early College in Greenville, SC.	1	News Anchor
8	2/3/2016	Participation in Job Fairs	Doug Durkee, Director of Broadcast Operations, and Claire Hamilton, Assistant Program Manager, participated in the 2016 Bob Jones University Career Fair, held in Greenville, SC.	3	Director of Broadcast Operations Assistant Program Manager Business & Human Resources Manager
9	2/8/2016	Participation in events or programs sponsored by educational institutions	Allyson Powell, was a speaker for Media Ethics for North Greenville University in Tigerville, SC.	1	News Anchor
10	2/10/2016	Participation in Job Fairs	Bruce Barkley, News Director, participated in the 2016 Journalism and Mass Communication Career Day at the University of Georgia, held in Athens, Georgia.	1	News Director
11	4/6/2016	Participation in Job Fairs	Program Manager Danny Ross participated in the 2016 South Carolina Broadcasters Association Job Fair, which took place in Columbia, SC.	2	Program & Production Manager Assistant News Director

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12	7/14/2016	Participation in scholarship programs	Radio-Television Digital News Association of the Carolinas - underwriting of South Carolina RTDNAC scholarship. This is an ongoing station effort.	2	Assistant news Director President & General Manager